MyCalPAYS Insights

After the new MyCalPAYS system is built and tested it will be deployed to 160 state departments serving approximately 243,000 employees.

MyCalPAYS System Set for June 2012 Pilot Launch

In November the State Controller's Office and SAP, the project's integration partner, finalized the MyCalPAYS revised project schedule after months of re-planning efforts. The new schedule calls for a June 2012 implementation date for SCO as the Pilot 1 department and a September 2012 implementation date for seven Pilot 2 departments. Subsequent deployment waves are scheduled for March, June and September of 2013.

One of the most significant milestones to occur during the re-planning efforts was bringing on board a proven data conversion vendor, who, on previous projects, has successfully managed and converted similar amounts of data as required by MyCalPAYS. In addition to providing a sound data conversion methodology, the vendor introduced a demonstrated web-based data collection tool that has improved the project team's data validation process. Working with the vendor, the project team also developed a new overall data management strategy and trained pilot and sample departments on the use of the new tool.

Pilot and data collection sample departments were the first to use the tool during Data Collection Cycle 4, which concluded on November 30. Although there were many obstacles along the way, the pilot and data collection sample departments met this important deadline and provided valuable feedback. Departments in waves 3, 4 and 5 will benefit greatly from the improvements that were recommended and subsequently implemented by these trail-blazing departments.

Ross Wainwright, Chief Operating Officer, SAP North America, and John Hiber, SCO Chief Operating Officer and Interim MyCalPAYS Project Director, sign the revised contract and agreed upon project schedule in November 2011.

As departments have participated in data collection activities, it has become abundantly clear that they are the true data owners of their employees' data. Because of this, all pilot and sample departments will have additional opportunities to validate and verify the data pulled from legacy and provided by them in the data collection tool for Data Collection Cycle 5. To achieve this, departments will be invited to participate in pre-and post-load verification sessions beginning in mid-February. Human resources staff from SCO participated in pre-and post-load data verification activities during Data Collection Cycle 4, and were able to further cleanse their employees' data, as well as provide recommended improvements for future pre-and post-load verification sessions.

Additionally, by participating in data verification and validation sessions, departments gain a better understanding of the new system and how data is maintained in MyCalPAYS.

Insights

MyCalPAYS Offers Overview Road Show

The project team is now offering MyCalPAYS overview road show presentations to pilot department HR practitioners. The hour-long presentation provides high-level system information to help impacted employees better understand how MyCalPAYS differs from current legacy systems.

To schedule a presentation, DST coordinators should contact their deployment liaisons, and include the following information:
- Department name
- Contact phone number and e-mail address
- Requested meeting time and location
- Anticipated number of attendees

Prior to scheduling a meeting, departments should:
- Ensure a minimum of 10 attendees
- Provide an appropriately sized room
- Provide a projector and a screen or display wall (MyCalPAYS will supply the computer)

The converting and subsequent loading of clean and accurate employee data into MyCalPAYS is vital to the project's success. Successfully converted data will ensure that state employees are paid accurately and timely when their departments begin using the new system. The project team cannot stress enough the importance of active departmental involvement in collecting and validating employee data.

The September pay period data that was collected for Data Collection Cycle 4 will be used for Payroll Comparison Test 2, as well as other planned tests. Similarly, the December payroll data that departments are currently collecting in Data Collection Cycle 5 will be used for Payroll Comparison Test 3 and other tests.

The project's Organizational Change Management (OCM) team continues working with department human resources and payroll staff to ensure they are prepared to begin using the new system on their scheduled deployment date. Over the coming weeks and months, the OCM team will continue with communication outreach to departments through DST meetings, newsletters, brochures, road shows and additional data collection and testing activities.

Key Activities

January

January 12
Pilot 1 and 2 DST Meeting

January 17
Interface Testing 3 Begins
for Identified Departments

February

February 2
Monthly DST Sponsor
and Coordinator Meeting

February 9
Data Collection Cycle 5 Concludes

February 28
Interface Testing 3 Concludes
for Identified Departments

For more information, contact:

John Hiber
Interim Project Director
916.552.8080
jhiber@sco.ca.gov

Laurye Gage
Project Manager
916.375.6042
lgage@sco.ca.gov

Address:
State Controller's Office
21st Century Project
710 Riverpoint Ct., Ste. 150
West Sacramento, CA 95605

Phone: 916.375.6060

FAX: 916.375.6055

Web: www.sco.ca.gov/21century.html

Questions: deployment@sco.ca.gov

	2012												2013											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
Pilots	Pilot — 22 Depts. 8 HR Processing ~17,000 EEs					Pilot 1 (SCO) June 2012 Go Live			Pilot 2 Sept. 2012 Go Live															
Wave 3															Wave 3 — 39 Depts. 14 HR Processing ~76,700 EEs → March 2013 Go Live									
Wave 4																		Wave 4 — 5 Depts. 5 HR Processing ~85,900 EEs → June 2013 Go Live						
Wave 5																				Wave 5 — 107 Depts. 69 HR Processing ~63,600 EEs → Sept. 2013 Go Live				